

A woman with her back to the camera, wearing a blue t-shirt, holds a large, patterned scarf aloft with both hands. The scarf is light-colored with intricate floral and geometric patterns in shades of pink, purple, and blue. The background is a vast landscape under a clear blue sky, with the sun low on the horizon, creating a strong lens flare and silhouetting the woman. The landscape below is a mix of green fields and distant mountains.

# Chiesi at a Glance 2022

# A *global* company

Chiesi is an international biopharmaceutical group with strong local community roots. It is a **research-focused** company that develops and markets innovative therapeutic solutions in **respiratory health, rare diseases** and **special care**.

Chiesi's **mission** is **to improve people's quality of life**. For this reason, it acts responsibly towards **patients**, the **environment**, and the **communities** in which it operates, combining its commitment to results and integrity, both for society and the planet.



*This is us*



International biopharmaceutical Group,  
**B Corp certified**



**Benefit Corporation** in Italy (Società Benefit),  
France (Société à Mission) and the United States



Turnover of **2 billion** and **749 million euros**



More than **6,500 employees**



**3 production plants** (Italy, France and Brazil) and **31 affiliates**  
Therapeutic solutions distributed in more than **100 countries**



Expertise areas: **air, rare, care**



**7 R&D centers**: Italy (Parma), Canada, China, France, United States,  
UK and Sweden. R&D investments: **21.4% of the revenues**



Committed to reach  
**Net Zero GHG emissions within 2035**

## Giuseppe Accogli

## ... and over time

Chiesi announces its commitment to reach Net-Zero greenhouse gas (GHG) emissions by 2035.  
The Group launches the business unit Global Rare Diseases.  
The company obtains B Corp re-certification and starts focusing on biological medicines by investing in the new Biotech Center of Excellence.  
The acquisition of Amryt Pharma is completed.

# People, the *heart* of the company

People are at the heart of all Chiesi activities: **patients, collaborators, and the community**. The Group is committed to creating a work environment where everybody can develop their full potential.

The company aims to guarantee a **dynamic and stimulating workplace** that grows rapidly where people can work at ease.

Diversity is what makes Chiesi people unique, what adds value every day: **Everyone of us is different.**

**Everyone of us is Chiesi.**

## A positive workplace

Chiesi Group is **Great Place to Work** certified. Also, in 2022 it received the **"Best Workplaces Europe"** award and the **Top Employers** certification in Italy, Germany, the UK, Greece, Poland, Brazil, the USA and Pakistan.

## Diversity & Inclusion

In 2022, Chiesi **filled the pay gap between men and women at global level** as a result of wage analysis and reviews based on a specific certified method implemented by a third party. In December 2022, Chiesi Farmaceutici and Chiesi Italia also obtained the **Gender Equality certification** according to the new law UNI/PdR 125:2022, with a score of 89/100.



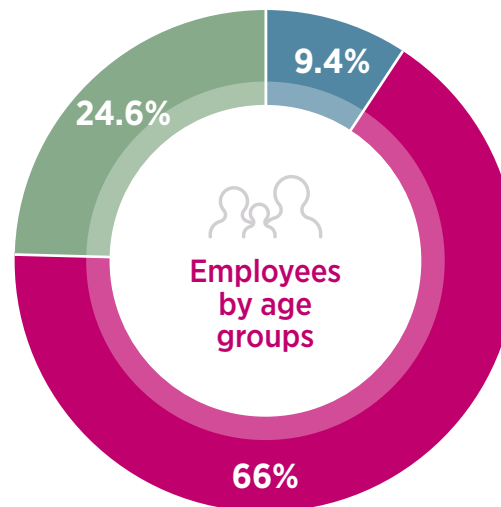
MEN

45%

WOMEN

55%

\*not including expats and long-leaves



AGE GROUPS

<30

30-50

>50

27%

Percentage of new hires under the age of 30

## Employees training in 2022



294,081

Total hours of training



47.7

Average hours of training per person



1,500

Total hours of training at Group level

# Research & Development: Chiesi's *strength*

The Group is strongly committed to R&D activities, both in terms of development (clinical research aiming to register **new drugs**) and in terms of applied research (identification of **new chemical and biological entities and different therapeutic solutions**), to which it dedicates a series of targeted projects.

**In 2022:**



**R&D People**

**1,102**

of which

**35%**  
MEN

**65%**  
WOMEN

**687**

researchers



**Investments**

**21.4%**

of revenues



**Active projects**

**39**



**1<sup>st</sup>**

among the Italian pharmaceutical companies\* for R&D investments

**2<sup>nd</sup>**

among the Italian manufacturing companies\*

**13<sup>th</sup>**

among the European pharmaceutical companies\*



**5,835**

Worldwide patents in the Chiesi portfolio (*until 12/31/2022*)

With 42 new registered patents, in 2022, Chiesi was confirmed the **1<sup>st</sup>** Italian pharmaceutical company in Europe for patent deposits.

\*European Commission - 2022 EU Industrial R&D Investment Scoreboard



# The Biotech Center of Excellence

In 2022, Chiesi Group started working on the creation of a **center of excellence for the development and production of biological drugs**. The *Biotech Center of Excellence* will be based in Parma and will be operational from the first quarter of 2024. It will call on **talent and technical competencies** in order to develop know-how that covers all production steps, from cells to the finished drug to packaging for the global market.



Based in  
**Parma**



**2021-2024**

Design  
and construction



**105**

People in highly-qualified  
positions



**2024**

Start of production  
activities



**€85 million**

Investments in building  
and equipment



**2025**

Marketing  
of the first batch



# Shared Value & *Sustainability*

Chiesi believes that companies have the power and the means to make a difference. It is their responsibility to take care of the ecosystem in which they operate and its inhabitants. Business activities should extend beyond profit and consider the wider community acting as a force for good in the world.



## Chiesi *Impact* Profile

When promoting sustainable progress and shared value in the healthcare sector, **actions mean more than words.**

Chiesi commits to measuring its impact systematically both inside and outside the organisation. The Chiesi Impact Profile encompasses the following areas: **People, Governance, Patients, Environment, Value Chain, and Community.** The development of the profile originates from the impact areas mentioned above and covered in the B Impact Assessment (BIA)<sup>1</sup>, the related scoring system and the company's Materiality Analysis<sup>2</sup>.

The impact profile is endowed with a qualitative-quantitative description of actions in place and actions for improvement that Chiesi elects to use as a tool **to monitor its impact-related evolution and to define yearly and mid-term targets** and improvement plans across the organisation.

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1 The B Impact Assessment (BIA) is an internationally recognised measurement tool that allows companies to measure their impact on people, environment, society and territory.

2 For further information please refer to the Sustainability Report 2022, available via QR Code on the last page of this document.

# The *governance* model

Chiesi is a Benefit Corporation in Italy (Società Benefit), France (Société à Mission) and the United States. Therefore, it has incorporated into its statute **four common benefit goals**, to which in 2022 were added the company's long-term sustainability objectives:



**Improving** people's health, well-being and quality of life;



**Innovating** the sustainability of all company processes and practices continuously in order to minimise negative impacts and to amplify positive impacts on people, the biosphere and the community, in pursuit of an economy with Net-Zero GHG emissions, in line with European objectives on climate neutrality and national objectives on ecological transition;



**Promoting** a conscious and sustainable way of doing business by fostering a collaborative dialogue among stakeholders;



**Contributing** to the development of the local communities in which the company operates.



Chiesi is a B Corp certified company. This means **it takes full responsibility for its actions and its impact, committing to measure it day by day**. It also means recognising of being part of an interdependent system, where longevity and prosperity depend on the health of the system itself.



**In 2022, with a score of 103.8 out of 200 (+16.3 points compared to the first certification in 2019), Chiesi Group obtained the B Corp re-certification from B Lab.**



# Beyond the concept of *care*

Chiesi commits to **making a difference in the life of patients**, their families and their communities, developing sustainable therapeutic solutions and making them accessible for as many people as possible. Chiesi's commitment focuses on **3 main areas**:



#### COVERED DISEASES:

Asthma and COPD, neonatal and cystic fibrosis. Encompasses products and services that enable the treatment of respiratory pathologies among patients of all ages, from newborns to the elderly.



#### COVERED DISEASES:

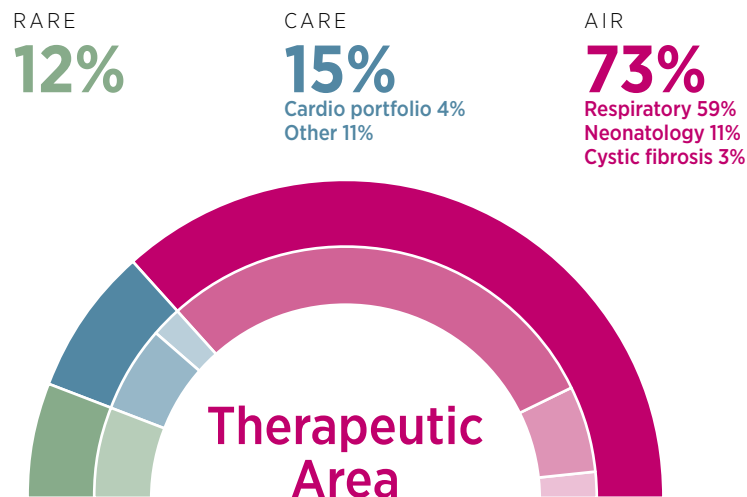
Inborn errors of metabolism, rare hematologic and immunologic diseases, ophthalmology disorders. Focusing on the treatment of patients living with rare or ultra-rare diseases.



#### COVERED DISEASES:

Solid organ transplant, cardiovascular diseases, consumer healthcare/over the counter. Combines products and services that support special care provided by medical professionals, as well as consumer healthcare.

## Distribution of turnover by areas



## 2022 Achievements

### Innovative treatments

Chiesi Group launched the acquisition of Amryt Pharma, an Irish biopharmaceutical company specialised in the treatment of rare diseases, which was formalised in January 2023.

### A strategic partnership

Chiesi and Aptar Digital Health launched a collaboration to bring to market a disease management platform for asthma and chronic obstructive pulmonary disease (COPD).

### 30 years in neonatology

In 2022, the company celebrated the 30th anniversary of its commitment to neonatology.

### Digital Health

In 2022, "Kaia COPD", an app for the pulmonary rehabilitation of COPD patients, developed by Kaia Health, one of Chiesi's commercial partners, was included in the German DiGA directory. Doctors and psychotherapists can now prescribe it, since it can be refunded by compulsory health insurance and private health insurance.

# From words to actions: *Net Zero*

## ACTION OVER WORDS

[www.actionoverwords.org](http://www.actionoverwords.org)

Chiesi promotes a concept of sustainability that focuses on facts instead of words. The aim is **to stimulate a positive dialogue** on the concrete role that companies can play in the fight against climate change and on the need to switch from the celebration of commitments to real actions and measurable progress. In this sense, the Group is committed to achieving Net Zero Greenhouse Gas Emissions (GHG) of Scope 1 and Scope 2 by 2030, and of Scope 3 by 2035.

CHIESI ADHERES TO



### U.S. Health Care Sector Climate Pledge

In 2022, Chiesi Group joined the Biden Administration by signing, together with other healthcare sector realities, the Health Care Sector Climate Pledge promoted by the Department of Health and Human Services (HHS). The aim is **to take meaningful actions in order to reduce the healthcare sector's climate footprint** and to make the system more resilient to climate change effects.

### Carbon Minmal Inhaler

In 2019, Chiesi announced a **€350 million investment** to develop a low global warming potential spray inhaler (pressurised metered dose inhaler - pMDI) for the correct release of asthma and chronic obstructive pulmonary disease (COPD) drugs.

The project, which is expected to last seven years, will allow Chiesi **to reduce by 90% its Scope 3 GHG emissions** related to the use of sold products by 2035.

# 2022 Achievements

## SCOPE 1



The production plants in Parma (Italy) and Blois (France) are equipped with a GHG emissions abatement system that prevents the dispersion of propellants, resulting from the production process of spray inhalers, into the atmosphere.



**-466**

**tons of waste**  
produced in 2022



**-16.7%**

compared  
to 2021

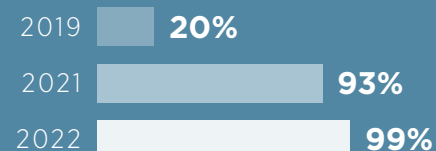
## SCOPE 2



99% of electric consumption of all Chiesi sites comes from renewable sources.



The percentage  
of renewable  
electricity  
increased



The recycling  
process involved  
more than:



**76%**

**of produced waste**  
in 2022



up from  
about **62%**  
in 2021

## SCOPE 3



Chiesi has started a collaboration with its own value chain that allows to map all the produced emissions, with the aim of reducing the climate impact of the whole supply chain.

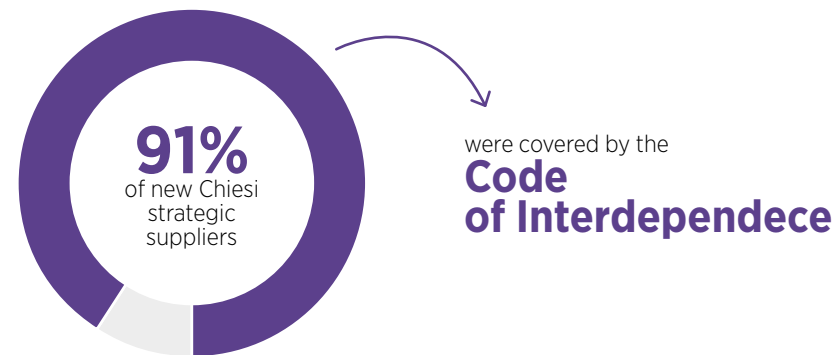
# Value Chain Sustainability

In 2019, Chiesi co-created, alongside its business partners, the **Code of Interdependence**, the code of conduct for suppliers, which has been rolled out globally.

The Code of Interdependence **changes the concept of a value chain** into an ecosystem, which recognises each actor as essential to the others, within a process of mutual learning and co-evolution. The Code includes both **mandatory requirements** which represent a minimum level to be implemented, and **improvement actions** which represent a guide for those that wish to go even further towards implementing future improvements of the principles outlined in the document.

**95%** of Chiesi expenditure was covered by vendor qualification process.

**51%** of Chiesi strategic expenditure is certified by the EcoVadis platform.



# Alongside the *local communities*

**“Contributing to the development of the local communities in which the company operates”** is one of the common benefit goals that Chiesi has included in its legal status. The Committee for Social Development Activities in the Community (CASSC) is committed to **defining the strategy that the Group wants to follow to promote the development of the Parma community.**

Activities are implemented both at Headquarters level and in the affiliates. Country representatives take care of local activities to ensure that in the whole Group activities are chosen based on **the main areas of action:**



**Environment protection**



**Education and new generations**



**Culture and attractiveness of the area**



**Social innovation and inclusion**



**Emergency**



**€26M**

Donations and other social contributions as identified by the *Business for Societal Impact Guidance Manual* (such as sponsorships, external studies and clinical trials)



**130,000**

units of donated drugs

**€4.5M**

total value of donated drugs



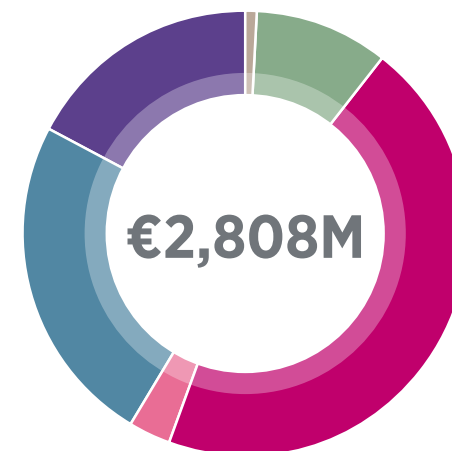
**1,600**

Group employees engaged in voluntary activities

**9,000**

hours of volunteering at group level

## Economic value generated and distributed



**44.9%**

Suppliers and vendors

**24.1%**

Employees and collaborators

**17.1%**

Economic value reinvested in the group

**9.7%**

Public administration

**3.2%**

Capital providers

**0.9%**

Community



# *Sustainability* Report

As a Benefit Corporation and B Corp certified company,  
**Chiesi Farmaceutici carefully assesses its economic, social  
and governance sustainability performance every year.**

Measuring and evaluating each operation is a fundamental  
aspect of the company commitment to **transparency  
and accountability** towards the community.

Progress in the crucial areas of work is regularly assessed,  
clearly identifying areas for improvement.

The Sustainability Report provides a complete and precise  
summary of how Chiesi promotes **sustainable care**,  
together with patients, partners, suppliers and healthcare  
professionals who are an integral part of its system.



Frame the QR  
code to read  
the Sustainability  
Report 2022



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Certified



This company meets high  
standards of social and  
environmental impact.

Corporation